Manitoba

Annual Report 1985*

Labour

*For the period ending March 31, 1985

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Minister of Labour

Winnipeg, Manitoba, CANADA
R3C 0V8

To Her Honour,
Pearl McGonigal,
Lieutenant-Governor of Manitoba.

May It Please Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of the Department of Labour for the fiscal year ending March 31, 1985.

Respectfully submitted,

Honourable Al Mackling,
Minister of Labour

Deputy Minister of Labour

Winnipeg, Manitoba, CANADA
R3C 0V8

Honourable Al Mackling
Minister of Labour

Sir:

I have the honour to present the Annual report of Manitoba Labour.

To the best of my knowledge this report is an accurate summary of the work accomplished for the fiscal year ending March 31st, 1985.

Respectfully submitted,

Mary Eady

Mary Eady,
Deputy Minister of Labour.

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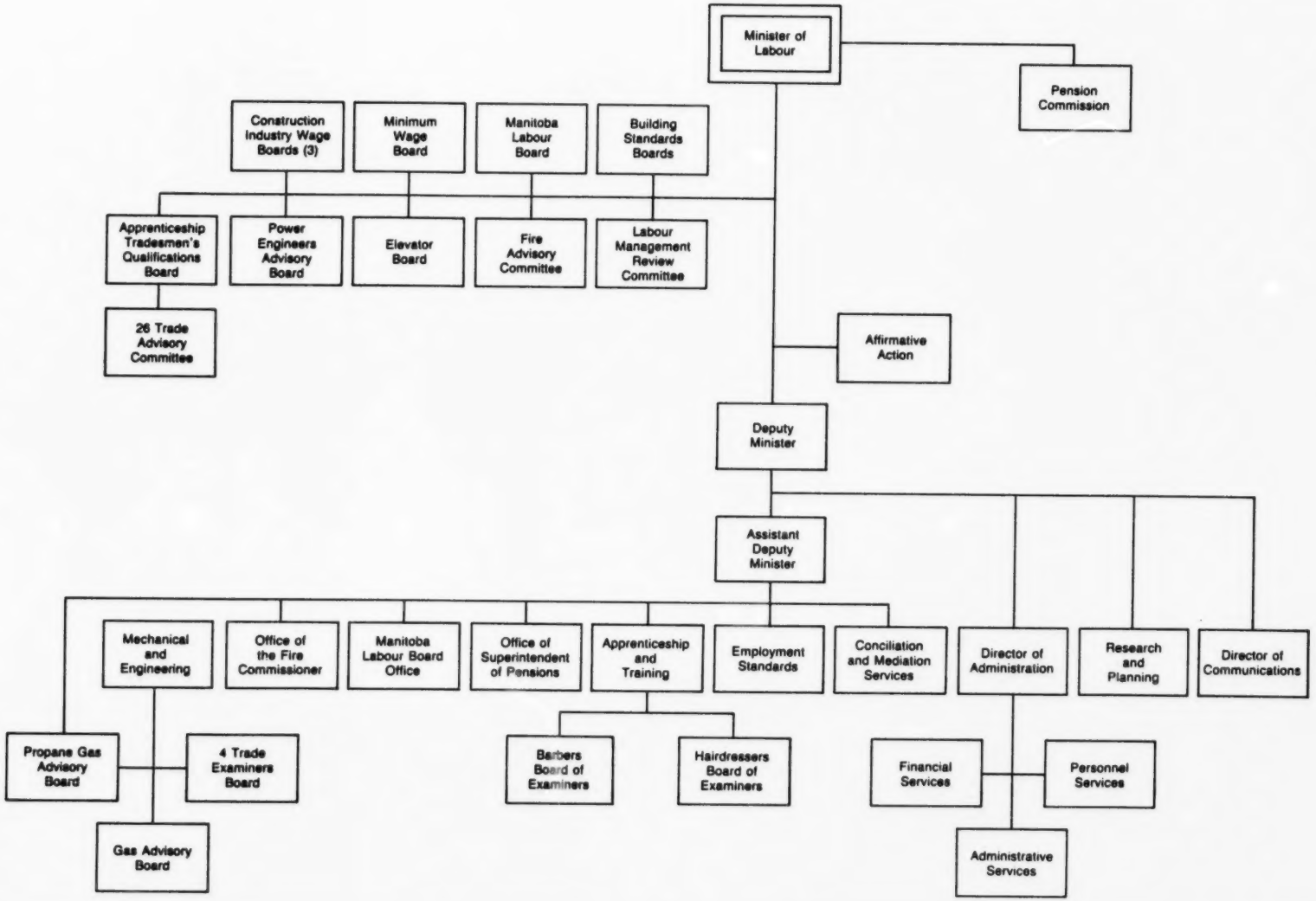


Report from the Deputy Minister

During the 1984-85 fiscal year, the Late Honourable Mary Beth Dolin resigned her duties as Minister of Labour because of failing health. The Honourable Al Mackling was subsequently appointed Minister of Labour.

In the transition, responsibility for the Manitoba Womens Directorate was transferred from Manitoba Labour to the Honourable Muriel Smith, Minister of Community Services.

This Annual Report reflects the Government of Manitoba's revised reporting period for Government Departments, Crown Corporations and Agencies. This report and those that will follow cover the fiscal year rather than the calendar year.

Manitoba Labour continues to refine its development of effective medium and long range planning procedures to enable it to deal effectively and efficiently with the increased demand for its services. A major undertaking in this vein has been a review of Management Information Systems; a review that will lead to a more effective administrative process. Training and development programmes are being identified that will further the goals outlined in the Departments Affirmative Action plan.

All Departments have Affirmative Action committees in place and progress is being made on affirmative action goals and timetables, reaching into the 1986-87 fiscal year.

Amendments to the Manitoba Labour Relations Act became effective on January 1st, 1985 improving the union certification process, strengthening the role of the Manitoba Labour Board, and, in general, improving labour relations in the province.

The Manitoba Labour Board now operates with greater independence enabling the Board to carry out its responsibilities effectively and enhancing its credibility in the marketplace. The Board will file its own Annual Report in the future, beginning with the current reporting period.

The amendments also embodied the principle of expedited arbitration, a process that provides tight time frames resulting in the rapid arbitration of grievances reducing the hardship on the parties involved. Expedited arbitration also encourages the resolution of disputes through the mediation process.

Another amendment expanded the role of Conciliation Services to include grievance mediation. Grievance mediation can come from two sources; either through voluntary mediation at the request of the parties or as the result of a referral through the expedited arbitration process. In the reporting period, six of eight grievance mediation cases received and dealt with by Conciliation and Mediation Services resulted in a settlement, avoiding costly proceedings for the parties involved.

The Province's minimum wage was increased to $4.30 per hour in January 1985, reflecting the Governments concern over the plight of low wage earners during challenging economic times and ensuring they should share in the rewards and benefits of the economic upturn in the province.

Significant improvements to the Pension Benefits Act became effective on January 1, 1985. These changes brought Manitoba to the fore in the pensions field in Canada and our province played a significant role in an attempt to develop a national pension consensus to ensure uniformity in all federal and provincial jurisdictions. The improvements focus on legislation governing employer sponsored private sector pension plans. They include spousal pension protection, improved vesting conditions, a requirement for employers to pay at least one half of each employees pension and prohibiting the payment of different benefits to male and female plan members because of their sex.

In March, 1985, Michael Balagus departed from the Department leaving vacant the office of Director of Communications.

Legislation Administered by the Department of Labour

* Amusements Act (Part II)
* Apprenticeship and Tradesmen's Qualifications Act
* Barbers Act
* Building and Mobile Homes Act
* Construction Industry Wages Act
* Department of Labour Act
* Electricians' Licence Act
* Elevator Act
* Employment Standards Act
* Fire Departments Arbitration Act
* Fire Prevention Act (Part II)
* Gas and Oil Burner Act
* Hairdresser Act
* Labour Relations Act
* Power Engineers Act
* Payment of Wages Act
* Pension Benefits Act
* Remembrance Day Act
* Retail Businesses Holiday Closing Act
* Steam and Pressure Plants Act
* Vacations with Pay Act

Department Executive

The Department Executive is composed of the Deputy Minister, the Assistant Deputy Minister, the Director of Research and Planning, the Director of Administration, the Assistant to the Deputy Minister and the Director of Communications.

The Executive is responsible for overall departmental management and therefore provides the direction, control and coordination of all available resources toward meeting the departmental objectives.

Strategic planning, policy development, programme delivery and programme efficiency and effectiveness are also functions of the Executive.

Executive Members

Deputy Minister	Mary Eady
Assistant Deputy Minister	Garry Simons
Director of Research and Planning	Jim Nykoluk
Director of Administration	Bob Gorchynski
Assistant to the Deputy Minister	Ethel Kolochen
Director of Communications	Michael Balagus

Administration Division

Director: Bob Gorchynski

The Administration Division consists of the Finance and Accounting Services Branch, the Personnel Management Services Branch and the Administrative Services Section. The Division provides those central support services essential to the operation of the Department. These services are provided under the general direction of the Director of Administration and include planning and administrative policy development, finance and accounting services, personnel management services and general administrative services.

Financial and Accounting Services Branch

The Financial and Accounting Services Branch provides a broad range of financial, accounting and budget services to the Department. These services include the following:

- Coordination and presentation of the departmental budget submission.
- On-going monitoring and analysis of expenditures and revenues as they relate to the approved budget, to cash flow projections and to commitment reports.
- Payment of accounts, grants and other financial transactions involved in administering departmental programs.
- Handling and accounting for all revenues received by the Department.
- Reviewing and processing of all departmental submissions which have financial implications.
- Provision of assistance and advice to program directors and managers in matters relating to financial and administrative aspects of program development, implementation and delivery.

Personnel Management Services Branch

The Personnel Services Branch provides a centralized service to the Department in the areas of job evaluation, staffing, performance review and development, training, coordination of departmental Affirmative Action, employee relations, employee benefits and payroll administration.

Continuing goals for Personnel Services in 1985 include:

- Co-ordinating the development and implementation of an Affirmative Action Program for the Department.
- Implementation of a departmental training and development program including the identification, analysis and follow-up on staff training needs.
- Implementation of an Orientation Program.

Administration Services Section

Provides all branches in the Department, both urban and rural, with general administrative advice and guidance with respect to vehicle management, space planning, office equipment and copier purchases, furniture and furnishings, telecommunications and other government policies and directives.

Labour and Industrial Relations

Mechanical and Engineering Branch

Director, I. W. Mault, P. Eng.

The Mechanical and Engineering Branch is responsible for the administration of six Acts and associated Regulations dealing with general public safety through inspection of equipment and licensing of tradespeople. The various acts and regulations cover design, construction, installation and operation of certain mechanical, electrical and fuel-fired equipment and the examination and licensing or certification of electricians, gas fitters, power engineers and projectionists. Responsibility for plumbing and mobile home inspections was transferred to the Fire Commissioner's Office.

Through its inspections, the Branch continued to promote safety and safety awareness. A total of 12,800 inspections alerted various owners of boilers and pressure vessels to some 785 potential hazards. Partly as a result of this program, there were no fatalities or major accidents in the areas over which the Branch has jurisdiction.

Table 1

Number of Inspections Made and Certificates Issued Under The Steam and Pressure Plants Act

April 1, 1984 - March 31, 1985

	Number of Inspections				
Type of Equipment	Existing[1] Installations	New[2] Installations	Shop[3] Inspections	Total	Number of[4] Certificates Issued
Boilers	7,141	145	1	7,287	5,919
Unfired Pressure Vessels	4,387	452	1,430	6,269	4,168
Refrigeration Plants	668	44	—	712	437
Nuclear Equipment	—	—	46	46	—
Medical Gas	—	8	—	8	—
Total	**12,196**	**649**	**1,477**	**14,322**	**10,524**

[1] *The 4,387 includes 218 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.*

[2] *The 452 includes 20 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.*

[3] *These inspections were on the premises of the manufacturers at the time of fabrication. The 1,430 includes 43 inspections of prefabricated pressure piping.*

[4] *Certificates are issued each year in respect of all boilers and refrigeration plants and once every two years in respect of unfired pressure vessels. More than one inspection of an installation is sometimes made during the year so the number of inspections may not coincide with the number of certificates issued.*

Table 2

Welders Tested and Licenses Issued Under The Steam and Pressure Plants Act

April 1, 1984 - March 31, 1985

Number of Applicants		689
Number of Passing	529	
Number Failing	160	
Number of Licences Issued		529
Unrestricted Licence[1]	391	
Company[2]	138	

[1] *Entitles holder to perform work on boilers and pressure vessels throughout Manitoba.*

[2] *Valid only for work performed on boiler and pressure vessels in the Plant concerned.*

Table 3

Number of Designs Examined and Registered Under the Steam and Pressure Plants Act[1]

April 1, 1984 - March 31, 1985

Unfired Pressure Vessels	208
Propane or Ammonia Vessels	40
Nuclear Vessels	—
Boilers	24
Heat Exchangers	10
Welding Procedures	77
Valves and Fittings	70
Medical Gas Piping	4
Anhydrous Ammonia Facilities	6
Refrigerations Plants	2
Revisions to Registered Designs	3
Elevators	79
Propane Facilities	50
Miscellaneous	2
Total	**575**

[1] *An affidavit of Manufacturer is required for every boiler and pressure vessel installed in Manitoba. In the time period under review, 858 such affidavits were processed.*

Table 4

Number of Certificates Issued Under The Power Engineers Act

April 1, 1984 - March 31, 1985

Class of Certificate	Number of Examinations Conducted	Number of Certificates Issued Including Renewals
1st Class	27	151
2nd Class	171	367
3rd Class	212	576
4th Class	162	872
5th Class	253	1,623
Steam Traction Engine Class	—	49
Refrigeration	57	100
Total	**882**	**3,738**

Table 5

Number of Licences Issued Under The Electricians' Licence Act

April 1, 1984 - March 31, 1985

Class of Certificate	Number of Examinations Conducted	Number of Certificates Issued Including Renewals[1]
Journeyman Electrician	3	2,963
Journeyman Power Electrician	—	185
Limited Construction Electrician	28	105
Limited Maintenance Electrician	31	34
Limited Appliance Repair Electrician	8	68
Limited Specialized Trade Electrician	11	124
Electronic Serviceman (Radio)	—	—
Electronic Serviceman (Radio & T.V.)	9	102
Total	**90**	**3,581**

[1] *Includes 122 Journeyman Licences to apprentices who completed their apprenticeship. Electrician's licences are issued on a four year basis. The next general renewal time for these licences will be in 1989.*

Table 6

Number of Inspections of Electrical Installations Under The Electricians' Licence Act

April 1, 1984 - March 31, 1985

Type of Inspection	Number of Inspections
Electrical Installations in buildings	—
Conductivity Tests of Hospital Operating Room Floors	—
Fire and Explosion Investigations	1
Total	**1**

Table 7

Inspection of Non C.S.A. Approved Electrical Equipment Under The Electricians' Licence Act

April 1, 1984 - March 31, 1985

Items inspected and labelled	8,208
Items rejected	324
Total	**8,532**

Table 8

Inspections Under The Gas and Oil Burner Act

April 1, 1984 - March 31, 1985

Type of Installation	Number of Inspections
Domestic Gas Appliances	767
Commercial and Industrial Gas Equipment	1,162
Domestic Oil Appliances	13
Commercial and Industrial Oil Equipment	37
Propane Equipment	751
Propane Storage and Filling Plants	487
Construction Heaters	147
Chimneys, Flues and Vents	37
Fire and Explosion Investigations	16
Total	**3,417**

Table 9

Issue of Permits to Install Gas and Oil-Fired Equipment Under The Gas and Oil Burner Act

April 1, 1984 - March 31, 1985

Type of Installation	Number of Permits Issued
Domestic Gas Appliances	17,978
Commercial and Industrial Gas Equipment	2,354
Domestic Oil Appliances	7
Commercial and Industrial Oil Equipment	29
Total	**20,368**

Table 10

Survey of Plans for Gas and Oil Installations Under the Gas and Oil Burner Act

April 1, 1984 - March 31, 1985

Type of Equipment	Number of Plans		
	Received	Approved	Rejected
Gas Equipment	494	389	105
Oil Equipment	—	—	—
Total	**494**	**389**	**105**

Table 11

Inspections of Non-Approved Gas and Oil-Fired Equipment Under The Gas and Oil Burner Act[1]

April 1, 1984 - March 31, 1985

Type of Equipment	Number of Inspections
Gas-Fired Equipment	1,004
Oil-Fired Equipment	2
Chimneys	1
Total	**1,007**

[1] *Equipment which is inspected and approved is labelled.*

Table 12

Licences Issued to Gas Fitters and Oil Burner Installers Under The Gas and Oil Burner Act

April 1, 1984 - March 31, 1985

Class of Licence	Number of Examinations Conducted	Number of Licences Issued Including Renewals
Oil Burner Installers	7	310
Domestic Gas Fitters	51	1,026
Commercial and Industrial Gas Fitters	10	188
L.P. Gas Fitters	2	23
Special Gas Fitters	—	76
Utility Gas Fitters	3	163
Total	**73**	**1,786**

Table 13

Permits Issued, Inspections Made and Elevator Plans Surveyed Under The Elevator Act

April 1, 1984 — March 31, 1985

Type of Elevator	Permits Issued	Number of Inspections	Number of New Elevators Approved For Service
Passenger Elevators	1,763	1,160	51
Freight Elevators	574	419	—
Escalators	148	69	2
Dumbwaiters	212	143	4
Hand Powered Elevators	4	29	—
Man Lifts	32	26	—
Manhoists	—	11	—
Ski Lifts	28	66	—
Inclined Passenger Lift	7	22	10
Total	**2,768**	**1,945**	**67**

Table 14

Number of Licences Issued Under The Amusements Act (Part II)

April 1, 1984 - March 31, 1985

Class of Licence	Number of Examinations Conducted	Number of Licences Issued, Including Renewals
Projectionists	2	109
Apprentices*	—	—
Total	**2**	**109**

**Persons may become apprentices on application. They are not examined.*

Table 15

Inspections[1] of Amusement Rides and Booths

April 1, 1984 - March 31, 1985

Total Number of Inspections	289
Orders Issued for Remedial Action	258
Electrical Hazards	109
Mechanical Hazards	149
Number of Rides Condemned	0

[1] Inspections and re-inspections, where necessary, were made of amusement rides and booths operated during the year by 16 shows in 23 locations in the Province.

Office of the Fire Commissioner

The Office of the Fire Commissioner administers Part II of the Fires Prevention Act, the Manitoba Fire Code (Regulation 15/77); Fire Hose Couplings and Fittings (Regulation 96/64). In addition the Office also administers the application of the Manitoba Building Code under the Building and Mobile Homes Act.

Functions

The overall functions of the Fire Commissioner's Office are:

— To promote and encourage the safety of persons; to reduce life and property loss in respect to fires, dangerous goods, structural and mechanical matters and other related hazards.

— To suppress arson and investigate the cause, origin and circumstances of fires.

— To advise and train the fire service, building officials and other interested groups in Fire Prevention/ Protection practices, building inspections, dangerous goods, emergency services management and rescue.

— To advise building officials and other interested persons in the application of the Manitoba Building Code.

— To promote public education in fire prevention practices and life safety measures.

— To collect and analyze data to reduce causes of fires and other life safety hazards.

— To recommend relevant legislation.

The Branch which is directed by the Fire Commissioner, has a number of sections to carry out specific functions. These include the Manitoba Fire College, Administration, Engineering and Technical Services, Fires Prevention and Investigation, Field Services and Statistical Section.

Engineering and Technical Services

In 1983, the Fire Commissioner became responsible for the administration of the Manitoba Building Code in conjunction with the Manitoba Fire Code which he has been administering since its adoption in 1977. As a result of the transfer, the Engineering and Technical Services Section was established. November, 1984 saw the further transfer of responsibilities concerning those areas of the Building and Mobile Homes Act which pertains to mobile homes, recreational vehicles, plumbing and the installation of solid fuel burning appliances to the Office of the Fire Commissioner. This new acquisition of authority gives the Fire Commissioner of Manitoba the "Authority Having Jurisdiction" for those areas covered by the Building and Mobile Homes Act.

Engineering and Technical Services is responsible to review and approve building plans for new and existing construction; the inspection of buildings to ensure satisfactory standards of life and fire safety have been achieved in both new construction and upgrading of existing buildings; in addition to the issuing of building permits.

Field Services Section

In April, 1984 the office was reorganized in an attempt to better service our clients by providing the services to meet their needs. As a result of the re-organization, the Fire Training and Special Services Section was separated from the Manitoba Fire College and was incorporated with the existing Prevention Section to form the Fire Prevention and Field Services Section. This section will provide consultations, assistance and training to all fire service personnel; government agencies and municipal councils on all fire prevention/protection matters. Section staff continued to conduct fire prevention inspections regularly in residential care and day care facilities; senior citizen housing and all institutional occupancies.

Investigation Section

This section investigates fatal fires, major fires, suspicious or arson fires and others where the cause and/or origin is in doubt. The investigations are requested by fire departments, insurance adjusters and other government or law enforcement agencies which may co-operate in an investigation.

Manitoba Fire College

The Manitoba Fire College continued to meet the demands of the fire service and personnel working in care institutions: government staffs, insurance industry and the general public by providing 147 courses which were attended by 2,059 candidates.

Construction of the new training centre situated adjacent to the Assiniboine Community College in Brandon is nearing completion at the time of writing. It is anticipated staff will be moving in shortly, thereby providing courses and programs on-site from the new training centre, in addition to the present college satellite facilities in Thompson and Winnipeg.

Administration Section

Responsible for estimates, purchasing, personnel, general administration and staff control.

Statistical Section

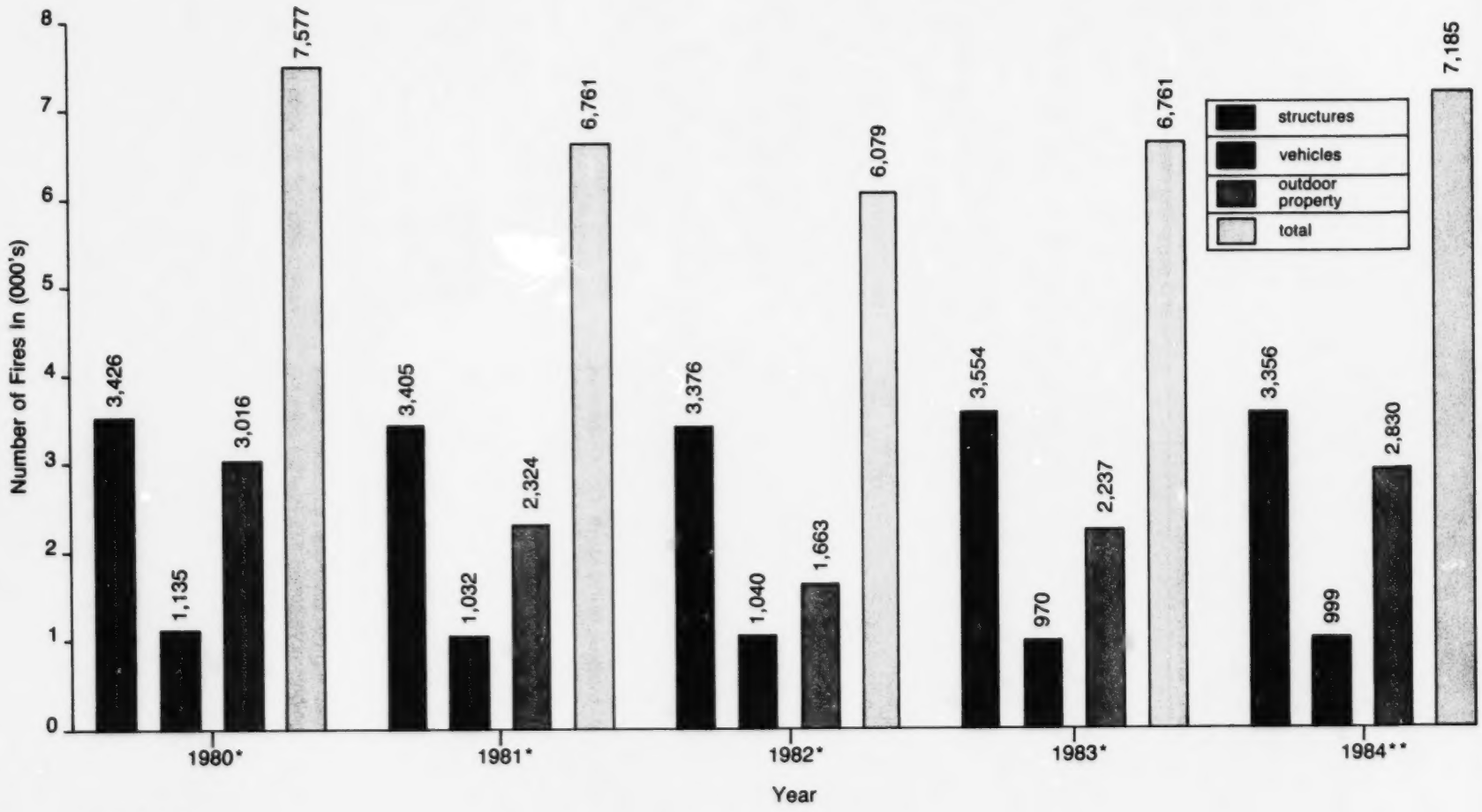
The Statistical Section is responsible for gathering and compiling data concerning fire loss statistics and activities of the fire services in the province.

Data collected is used to provide information to the Department, the fire and police services, the insurance industry and upon request by the general public.

NOTE: In the report this year charts 1 & 2; and tables 1 to 6 are presented on the calendar year. All other tables are presented on the fiscal year April/84 - March/85. This is the new reporting procedure for the province with all future reports prepared in this manner.

Chart No. 1

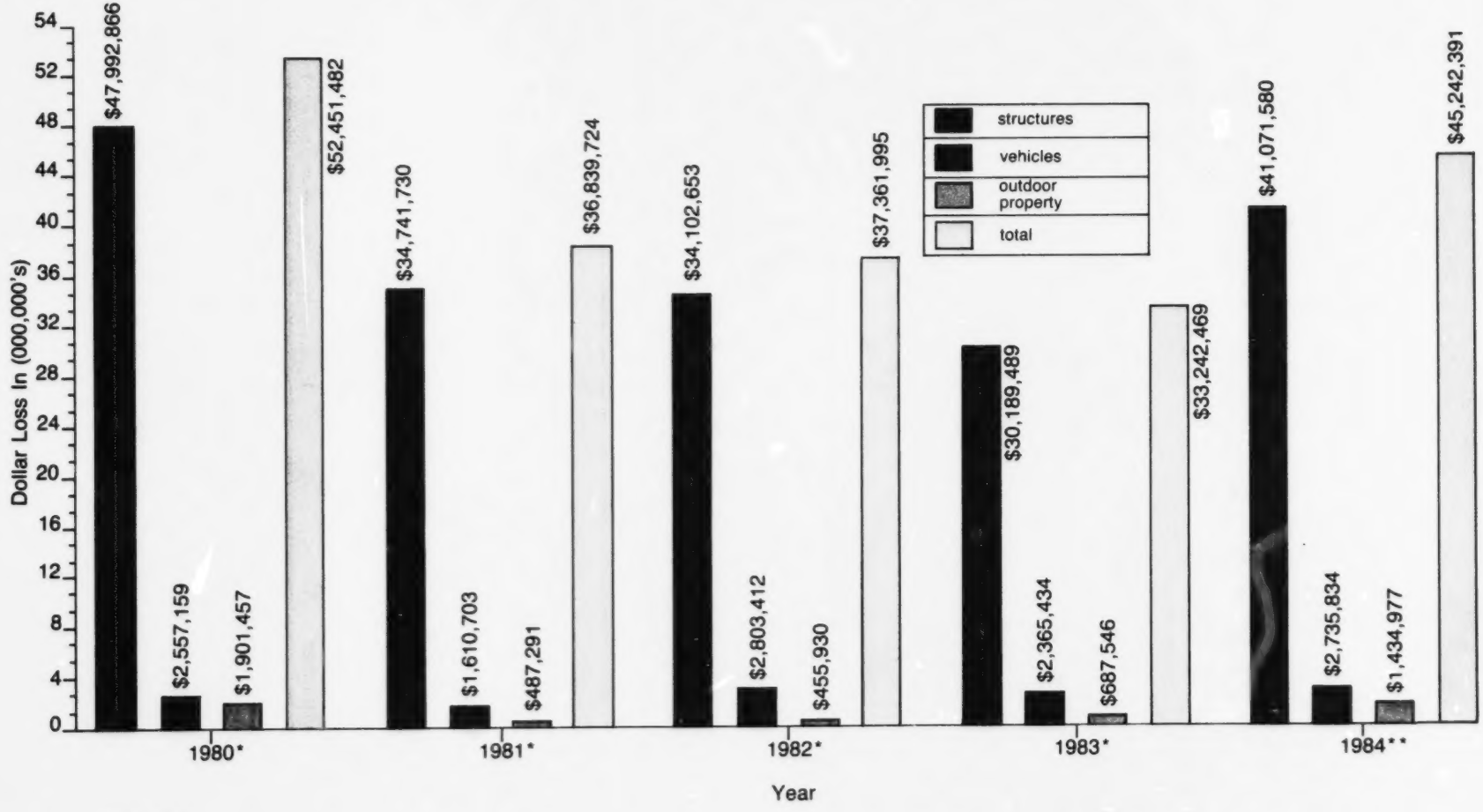
Comparative Chart of the Total Number of Fires in Manitoba, 1980 - 1984



*Updated
**Preliminary Fire Loss

Chart No. 2

Comparative Chart of the Total Dollar Loss in Manitoba 1980 - 1984



*Updated
**Preliminary Fire Loss

Table No. 1

1984 Fire Losses Exceeding $500,000

Date	Location	Occupancy	Reported Cause	Amount of Loss
84 02 09	Split Lake Indian Reserve	Mercantile	Undetermined – accidental	$ 990,000*
84 03 13	Gods Lake Narrows Indian Reserve	School	Undetermined	3,000,000*
84 03 19	Dauphin	School	Incendiary	1,800,000*
84 03 28	Winnipeg	Mercantile	Incendiary	500,000*
84 06 08	Winnipeg	Dwelling	Accidental	515,892*
84 06 22	Winnipeg	Office Building	Incendiary	503,045*
84 07 20	Winkler	Industrial Manufacturing	Accidental	600,000
84 07 20	R.M. of Hanover	Barn	Accidental	685,000*
84 08 02	L.G.D. of Reynolds	Peat Moss Plant	Undetermined – accidental	2,000,000*
84 09 05	R.M. of Ellice	Barn	Undetermined	515,000*
84 09 08	Clear Lake	Restaurant/Motel	Accidental	521,000*
84 09 30	Portage la Prairie	Grain Elevator	Undetermined	1,100,000*
84 10 04	R.M. of St. Andrews	Fish Plant	Undetermined	1,000,000*

Estimated loss

Table No. 2

Breakdown of Fire Fatalities by Property Classification

1984

Property Classification	Number of Fires	FATALITIES Men	Women	Children	Total	Percent
Residential						
One and Two Family Residences, Duplex	15	9	8	9	26	78.79%
Apartment, Condominium	1	1	—	—	1	3.03
Mobile Home	1	1	—	—	1	3.03
Dormitory	1	—	1	—	1	3.03
Motor Vehicles	3	2	—	1	3	9.09
Electrical Transformer	1	—	—	1	1	3.03
Total	**22**	**13**	**9**	**11**	**33**	**100.00%**

Table No. 3

Breakdown of Fire Fatalities by Act or Omission

1984

Act or Omission	Men	Women	Children	Total	Percent
Incendiary or Set Fire	2	2	—	4	12.12%
Misuse of Source of Ignition	1	1	1	3	9.09
Misuse of Material Ignited	1	—	1	2	6.06
Mechanical, Electrical Failure Malfunction	—	—	1	1	3.03
Construction, Design or Installation Deficiency	—	—	—	—	—
Misuse of Equipment	—	—	—	—	—
Human Failing[1]	5	1	—	6	18.18
Vehicle Accident	1	—	1	2	6.06
Still Under Investigation	—	1	1	2	6.06
Undetermined	3	4	6	13	39.40
Unclassified	—	—	—	—	—
Total	**13**	**9**	**11**	**33**	**100.00%**

[1] *Included in this category are fire incidents where the presence of alcohol contributed directly or indirectly to the fire fatalities.*

Table No. 4

Investigations Conducted Under the Fires Prevention Act

1984

Area	Number of Investigations Conducted[1]
Fire Commissioner's Staff	452
Urban Police Forces	226
R.C.M.P.	245
	923
Metro Winnipeg	520
Urban Areas	60
Rural Areas	343
	923

[1] *In co-operation with local authorities.*

Table No. 5

Findings of Investigations Conducted Under The Fires Prevention Act

1984

Cause of Fire	Number
Accidental	494
Incendiary	153
Vandalism	53
Undetermined — Accidental	184
— Suspicious	35
Still Under Investigation	4
Total	**923**

Table No. 6

Prosecutions Related To Incendiary Fires

1984

	Number of Persons Charged				Number of Persons Convicted[1]				
	Adults		Juveniles		Adults		Juveniles		
Investigations	Male	Female	Male	Female	Male	Female	Male	Female	Number of Juveniles Warned
923	51	7	27	1	24	5	16	1	71

[1] *At present there are 32 court cases pending.*

Table No. 7

Inspections Conducted by Staff Under The Fires Prevention Act

1984

Group	Division	Occupancy Code	Occupancy	Inspections Conducted[1]
		ASSEMBLY OCCUPANCIES:		
A	2	09	Day Care Centres	103
		16	Lodge Rooms	1
		GROUP TOTAL		104
		INSTITUTIONAL OCCUPANCIES:		
B	2	01	Children's Custodial Homes	1
		03	Homes for the Aged	17
		04	Hospitals	10
		07	Psychiatric Hospital (without detention quarters)	1
		99	Miscellaneous	21
		GROUP TOTAL		50
		RESIDENTIAL OCCUPANCIES:		
C	1	01	Apartments	18
		02	Boarding Houses	1
		06	Dormitories/Staff Residences	2
		07	Hotels	3
		08	Houses	6
		09	Lodging Houses	1
		99	Miscellaneous	13
		GROUP TOTAL		44
Total				**198**

[1] *The number of inspections conducted included re-inspections.*

Table No. 8

Fires Prevention and Field Services Educational Activities[1]

1984

Type of Activity	Number Held	Attendance
MEETINGS:		
Administrators of Institutions	2	12
Administrators and/or Maintenance Personnel	2	2
Commercial and/or Industrial	1	85
Fire Departments	76	463
Fire Service Instructors	8	15
Governmental	60	455
Hospital Boards	3	7
Mutual Aid	60	885
Nursing Homes	6	18
School and/or School Division Officials	5	25
Uniform Training Program	2	7
Special Projects	129	1,888
CONSULTATIONS:		
Administrators of Institutions	50	108
Building Inspectors	2	4
Commercial and/or Industrial	15	32
Day Care Administrators/Co-ordinators	11	27
Fire Chiefs and/or Deputies	586	940
Fire Prevention Officers	41	77
Fire Service Instructors	11	18
Governmental	201	503
Municipal Fire Prevention Officers	11	16
Mutual Aid Officers	15	28
School and/or School Division Officials	9	41
Unclassified	4	34
TRAINING:		
Commercial and/or Industrial	1	3
Fire Departments	67	796
Hospital Staffs	22	568
Mutual Aid	3	34
Nursing Home Staffs	10	218
Other Institutional Staffs	7	171
Uniform Training Programs	1	14
Special Projects	34	975
MISCELLANEOUS:		
Film and/or Slide Showings	22	578
Fire Apparatus Specifications	10	n/a
Fire Drills and/or Evacuations	16	1,975
Fire Protection Surveys	7	n/a
Pumper Tests	3	n/a

[1] *The Branch organizes meetings with the general public and other interested groups for purposes of increasing public understanding of fire prevention, initiating and improving fire protection programs and assessing fire fighting equipment needs. Staff provides training for volunteer fire departments, and institutional staffs or assists others to do so.*

Table No. 9

Inspections Conducted by Staff Under The Northlands Agreement[1]

1984

Class of Property	Inspections	Re-inspections	Requirements for the Removal or Correction of Hazards	Hazards Removed at time of Inspection
Dwellings	90	611	988	2

[1] *Part of a special fire protection program conducted in northern communities in co-operation with the Provincial Department of Northern Affairs. The program is established under the Federal/Provincial agreement, and is not funded under the provisions of The Fires Prevention Act.*

Table No. 10

Educational and Training Activities Under The Manitoba Fire College

1984

Type of Activity	Number Held	Attendance
MEETINGS:		
Fire Departments	8	27
Governmental	5	52
Institutional Board Meetings	1	1
Mutual Aid	7	133
Uniform Training Program	11	26
Special Projects	46	598
CONSULTATIONS:		
Administrators of Institutions	8	8
Commercial and/or Institutional	111	113
Fire Chiefs and/or Deputies	153	160
Fire Prevention Officers	24	25
Fire Service Instructors	71	74
Governmental	141	151
Municipal Fire Prevention Officers	3	3
School and/or School Division Officials	8	13
Miscellaneous	2	2
TRAINING:		
Commercial and/or Industrial	1	1
Fire Departments	11	133
Hospital Staffs	2	28
Other Institutional Staffs	1	21
Uniform Training Program	5	35
Special Projects	12	1,827

Table No. 11

Fire College Courses[1]

1984

Courses	Number Held	Attendance
Basic Fire Fighting Practices[2]	9	142
Care Institutional Fire Safety Instructors	1	10
Care Institutional Training	21	437
Dangerous Goods:		
Anhydrous Ammonia Seminar	7	261
Command and Control	4	115
Emergency Response	3	37
Pesticide Fire and Spill Control	1	28
Phase IV	8	124
Transportation of Dangerous Goods	4	77
Fire Control[2]	2	13
Fire Fighters Certification:		
Industrial	1	33
Level I	2	20
Fire Fighting Strategy	1	29
Fire Prevention and Inspection:		
Level I	1	17
Fire Service Instructors:		
Level I	2	25
Organization and Administration[2]	4	32
Search and Rescue[2]	4	46
Fire Investigation Detection and Observation	72	613
Total	**147**	**2,059**

[1] *The courses held at the Manitoba Fire College are aimed at instructing local fire department officers, institutional and government staffs of potential fire hazards and understanding the application of the Manitoba Fire Code so that a reasonable degree of safety to the occupants in existing buildings is provided as well as providing fire safety plans.*

[2] *These courses were also attended by members of fire departments situated in remote northern communities.*

Table No. 12

Engineering and Technical Service Activities[1]

1984

Class of Property[2]	Type of Activity			
	Plans Examined	Reports Issued	On-Site Inspections	Bldg. Permits Issued
Assembly	268	306	680	182
Institutional	81	51	124	36
Residential	299	307	201	215
Mercantile and Personal Services	49	46	58	24
Industrial	210	155	127	71
Miscellaneous	18	13	30	—
Total	**925**	**878**	**1,220**	**528**

[1] *The unit has conducted 6,747 meetings and consultations.*
[2] *The classes are defined in the Manitoba Building Code.*

Table No. 13

Inspections and Related Activities Conducted Under The Building and Mobile Homes Act[1]

1984

Type	Plans Examined	Reports Issued	Approved and Labelled	On Site Inspections	Installations Approved	Installations Rejected
PLUMBING AND SOLID FUEL BURNING APPLIANCES:						
Plumbing Installations	13	—	n/a	13	13	—
Solid Fuel Appliances	3	1	n/a	23	20	3
MOBILE HOMES AND TRAVEL TRAILERS:						
Permits to Sell or Lease	n/a	26	91	117	n/a	n/a
Special Approval (non certified units)	n/a	8	5	13	n/a	n/a
Standard Certification	n/a	3	13	16	n/a	n/a
Manufacturing Certification	n/a	1	38	39	n/a	n/a
Miscellaneous Inspections	n/a	9	n/a	24	15	3

[1] *The figures represent the activities conducted since the transfer of responsibilities to this office effective November, 1984.*

Pension Commission/Branch

Wes Peters, Superintendent

The Pension Commission is responsible for the administration and enforcement of the Pension Benefits Act and Regulations. The provisions contained therein regulate the procedures, standards, obligations and rights of employees and employers under company pension plans.

Our role and mission includes:

(1) To register plans and protect plan members' pension rights.
(2) To enforce pension standards.
(3) To encourage the establishment, extension and improvement of pension plans throughout Manitoba.
(4) To educate and provide interpretation of the Pension Benefits Act to all employers, plan members, plan administrators and other interested parties.
(5) To assist the above clients and Government Departments who wish to utilize our special skills and expertise.
(6) To review current legislation and present recommendations for improvements.

One of the major highlights of the branch during the year under review was the implementation of legislative changes effective January 1, 1985. These changes, combined with those implemented in 1984, have resulted in the fairest pension standards in the country. Some of the recent changes include:

(A) Spousal pension protection.
(B) Improved vesting conditions.
(C) A requirement for employers to pay at least one half of each employees pension, and
(D) Prohibiting the payment of different benefits to male and female plan members because of their sex.

Throughout 1984/85, Branch staff were active in providing clarification and interpretation of the amendments to the Pension Benefits Act. Branch staff participated in several events sponsored by such groups as the Canadian Pension Conference, YWCA, Universities of Manitoba and Winnipeg and the Manitoba Federation of Labour. We also had occasion to address the general public through radio broadcasting on the C.J.O.B. "Problem Corner" program.

Although these special presentations enabled us to reach many Manitobans, there were still many people affected by the changes who did not know of the changes or had questions concerning them. As such, a province wide informational campaign began in 1984 with the publication and mass distribution of six explanatory brochures. This was followed by a seventh brochure in 1985. In total, over 400,000 brochures have been distributed.

The Board known as "The Pension Commission" consists of members appointed by the Lieutenant Governor in Council. During the 1984/85 fiscal year, 14 regular Commission meetings were held in addition to 6 Sub-Committee meetings, which were established for the review of Multi-Employer pension plans and legislation applicable thereto.

With regard to the Sub-Committee, this group was established in August of 1984 to address the specific problem areas faced by pension plans covering employees of more than one employer. These concerns are being reviewed and it is the intention of the Sub-Committee to discuss these proposals with interested parties before proceeding further.

Meetings of Federal and Provincial Pension Officials continued during 1984/1985 to review and establish fair and nationally uniform pension legislation. It is hoped that these meetings will lead to meaningful pension standards while minimizing the administrative complexity faced by pension plan sponsors. It is hoped that proposals relating to these new standards will be detailed in 1986 and then implemented in 1987.

Employment Standards Branch

R. H. (Bob) Moggey, Director

The Employment Standards Branch is responsible for the administration and enforcement of six Acts and nine Regulations concerning minimum standards in such matters as minimum wage, hours of work, vacations, general holidays, wages and their payment, maternity leave, termination of employment and equal pay.

In doing so, the Branch observes four principal objectives:

— To improve standards relating to the terms and conditions of employment in Manitoba by operating effective enforcement and educational programs
— To increase public awareness of the rights and obligations given employers and employees under law, and the availability of services to uphold those rights
— To establish and maintain a high degree of efficiency in collecting wages by effectively using available resources and manpower
— To establish and maintain effective investigative and enforcement techniques to ensure compliance with existing standards

A prime function of the Branch is the collection of wages found owing to employees. Action to recover wages is taken when a Branch officer finds that wages are owing, or when an Order is issued by the Manitoba Labour Board.

During 1984-85 the Winnipeg Office handled a total of 63,842 telephone inquiries and 6,472 visits by persons filing complaints or requesting information. Through an active enforcement program in the Queen's Bench system, wages totalling $182,705.13 were collected on Orders filed into judgment. Total wage adjustments amounted to $748,613.59.

Over the reporting year the Branch continued to emphasize its educational role in helping the public achieve a better understanding of employment standards legislation. During the year, staff were called upon to give 121 lectures which were attended by 5,719 persons.

The Payment of Wages Fund

The Branch administers The Payment of Wages Fund which was established to protect the wages of employees under Provincial jurisdiction up to a maximum of $1,200.00 in any calendar year.

In this reporting year, a total of $411,748.63 was paid to 765 employees of 132 different companies as a result of wages outstanding due to bankruptcies, receiverships and closures.

The Branch, upon receipt of a complaint for unpaid wages, follows all normal procedures to effect collection. However, if such recovery is not made within a reasonable period of time, the Fund is utilized to ensure payment to employees as quickly as possible.

Table 1E

Employment Standards Division

Number of Inspections Made and Notices Issued Under The Employment Standards Act, Minimum Wage Regulations, The Vacations With Pay Act and The Payment of Wages Act — By Industry

April 1, 1984 - March 31, 1985

Industry	Number of Calls and Claim Investigations	Number Routine Inspections[1]	Estimated Number of Employees in Establishments Investigated and Inspected	Number of Notices Issued	Number of Items Contained In Notices
Forestry	18	—	25	—	—
Mining	50	—	135	—	—
Manufacturing	474	5	2,293	2	1
Trade	2,568	237	4,458	14	—
Services	4,761	29	5,639	52	5
Transportation	188	—	172	1	1
Farming	98	—	75	—	—
Domestic Service	48	—	32	—	—
Total	**8,205**	**271**	**12,829**	**69**	**7**

[1] *In the course of a year, more than one inspection may be made of the same establishment.*

Table 2E

Number of Inspections Made and Notices Issued Under The Schedules of The Construction Industry Wages Act

April 1, 1984 - March 31, 1985

Area of Coverage	Number of Calls and Claim Investigations	Number of Routine Inspections[1]	Estimated Number of Employees in Establishments Investigated and Inspected	Number of Notices Issued	Number of Items Contained in Notices
Greater Winnipeg[2]	905	602	6,802	2	2
Major Building Projects[2]	95	1	86	—	—
Rural Schedule:					
Part I[3]	520	30	430	—	—
Part II[4]	135	20	368	—	—
Part III[5]	153	2	410	—	—
Heavy Construction[6]	720	57	2,647	2	2
Total	**2,528**	**712**	**10,743**	**4**	**4**

[1] *In the course of a year, more than one inspection may be made of the same establishment.*

[2] *The Greater Winnipeg and Major Building Construction Wage Schedule applies to the area within a 30 mile radius of The City of Winnipeg and all major building projects throughout the entire Province.*

[3] *Rural Manitoba.*

[4] *Brandon and Portage la Prairie.*

[5] *The area of north latitude 54° and the Town of The Pas.*

[6] *The Heavy Construction Wage Schedule applies to heavy construction throughout the entire Province.*

Table 3E

Employment Standards Division

Report of Wage Adjustments

April 1, 1984 - March 31, 1985

Legislation	Number of Employers Affected	Number of Employees Affected	Total Wage Adjustment
EMPLOYMENT STANDARDS ACT			
Section 31[1]	120	259	44,696.97
Section 34[2]	42	186	37,272.50
Section 34(17)[3]	33	128	9,276.79
Section 35[4]	333	533	86,786.07
Part IV[5]	—	—	—
MINIMUM WAGE REGULATIONS			
Greater Winnipeg	102	104	14,128.72
Other	15	14	2,446.35
PAYMENT OF WAGES ACT			
Greater Winnipeg	455	646	198,530.16
Other	146	146	54,868.58
CONSTRUCTION INDUSTRY WAGES ACT[6]			
Greater Winnipeg	54	87	37,485.23
Major Building Projects	—	—	—
Heavy Construction	27	33	8,703.50
Rural Schedule:			
Part I	8	12	9,322.86
Part II	8	20	4,910.36
Part III	3	5	2,531.17
VACATIONS WITH PAY ACT	696	950	151,724.64
Total	**2,042**	**3,123**	**662,683.90**

[1] *Payment of Overtime.*

[2] *Relating to the general holidays provisions respecting employees covered by the Act other than construction workers.*

[3] *Relating to the general holidays provision for construction workers.*

[4] *Termination of employment.*

[5] *Part IV of The Employment Standards Act deals with equal pay provisions.*

[6] *See Table 2E footnotes 2 through 6.*

Table 4E

Employment Standards Division

Record of Claims Finalized Under Section 35 of The Employment Standards Act[1]

April 1, 1984 - March 31, 1985

Industry	Claims Filed With Employment Standards Division			Dispositions of Claims by Employment Standards Division				Disposition of Claims Referred to Manitoba Labour Board			
	By Employers	By Employees	Total Claims Filed	Number of Claims Finalized	Amount Paid to Employees	Amount Returned to Employers	Number of Claims Not Upheld	Number of Claims Upheld	Amount Paid to Employees	Amount Returned to Employers	Number of Claims Not Upheld
Garment Manufacturing	36	9	45	38	615.85	5,632.70	6	0	—	309.04	1
Other Manufacturing	27	45	72	49	12,178.17	7,091.85	14	8	1,046.22	2,419.22	1
Transportation	5	8	13	6	1,183.34	951.72	4	1	—	100.00	2
Trade	40	136	176	87	16,755.39	11,146.88	51	15	448.00	256.00	23
Service	97	230	327	181	35,720.79	23,616.83	124	19	2,916.68	2,371.04	3
Hotels & Restaurants	128	189	317	199	19,262.53	23,095.01	97	18	3,415.58	1,112.92	3
Mining	1	1	2	1	920.00	—	—	1	—	—	—
Forestry	—	—	—	—	—	—	—	—	—	—	—
Domestic	—	1	1	1	150.00	—	—	—	—	—	—
Agriculture	—	1	1	—	—	—	1	—	—	—	—
Total	**334**	**620**	**954**	**562**	**86,786.07**	**71,534.99**	**297**	**62**	**7,826.48**	**6,568.22**	**33**

[1] *Section 35 of The Employment Standards Act prohibits the termination of employment without notice and applies to both employers and employees.*

Table 5E

Employment Standards Division

Prosecutions Under Legislation Administered by the Employment Standards Division

April 1, 1984 - March 31, 1985

Legislation	Number of Employers Prosecuted	Number of Charges Laid	Number of Convictions on Charges	Number of Charges Stayed	Number of Charges Dismissed	Number of Charges Pending
Employment Standards Act Minimum Wage Regulations Construction Industry Wages Act Vacations With Pay Act Wages Recovery Act Payment of Wages Act Department of Labour Act	2	2	2	0	0	0
Total	**2**	**2**	**2**	**0**	**0**	**0**

Table 6E

Number of Construction Industry Complaints by Type Under the Schedules of The Construction Industry Wages Act, The Vacations With Pay Act and The Employment Standards Act (Section 34[17])

April 1, 1984 - March 31, 1985

	TYPE OF COMPLAINT			
Area of Coverage[1]	Wages	Vacation Pay	General Holiday Pay	Total
Greater Winnipeg and Major Building Projects	200	105	34	339
Rural Schedule:				
Part I	9	6	6	21
Part II	14	9	5	28
Part III	80	46	10	136
Heavy Construction	15	10	—	25
Total	**318**	**176**	**55**	**549**

[1] *See Table 2E footnotes 2 through 6.*

Table 7E

Employment Standards Division

Number of Complaints by Type and Industry[1] Under The Vacations With Pay Act, The Employment Standards Act, The Minimum Wage Regulations and The Payment of Wages Act

April 1, 1984 - March 31, 1985

	TYPE OF COMPLAINT					
Industry	Vacation Pay	Equal Pay	Wages	Termination	Holiday Pay	Total
Forestry	3	—	9	4	—	16
Mining	—	—	2	—	—	2
Garment Manufacturing	27	—	36	55	4	122
Other Manufacturing	104	—	121	103	25	353
Transportation and Storage	19	—	41	18	2	80
Trade	250	—	344	209	23	826
Service Stations	23	—	62	37	6	128
Hotels and Restaurants	312	—	492	390	53	1,247
Other Services	430	—	624	373	88	1,515
Farming	—	4	—	—	—	4
Domestic	1	—	10	1	1	13
Equal Pay	—	—	—	—	—	—
Total	**1,169**	**4**	**1,741**	**1,190**	**202**	**4,306**

[1] *Excluding Construction (See TABLE 6E).*

Table 8E

Total Number of Complaints by Type Under The Construction Industry Wages Act, The Vacations With Pay Act, The Employment Standards Act, The Minimum Wage Regulations and The Payment of Wages Act

April 1, 1984 - March 31, 1985

		TYPE OF COMPLAINT				
Year	Wages	Vacation Pay	Termination Pay	General Holiday Pay	Equal Pay	Total
1980-81	2,248	1,379	1,629	269	1	5,526
1981-82	2,354	1,642	1,541	272	—	5,809
1982-83	2,213	1,357	1,315	247	1	5,133
1983-84	2,373	1,505	1,311	289	—	5,478
1984-85	2,032	1,345	1,221	257	—	4,855

Table 9E

Special Permits and Licences Issued by the Employment Standards Branch

April 1, 1984 - March 31, 1985

THE EMPLOYMENT STANDARDS ACT AND THE MINIMUM WAGE REGULATIONS	
Child Employment	390
Handicapped Workers	—
Change of Pay Period	—
Employment Agency Licences	27
Total	**417**

Table 10E

Number of Judgements Filed

April 1, 1984 - March 31, 1985

THE PAYMENT OF WAGES ACT		
1. Judgements Filed During Period	263	404,045.96
2. Wages Collected on Judgements Filed During Period		24,138.05
3. Wages Collected on Judgements Outstanding at Beginning of Period		158,567.08
4. Judgements Outstanding[1]	1,327	1,929,442.38

[1] *Judgements outstanding refer to those outstanding at the end of period as compared with those filed during the period.*

Table 11E

Employment Standards Branch

Information Inquiries

April 1, 1984 - March 31, 1985

MONTH	TELEPHONE CALLS	IN-PERSON
April, 1984	4188	305
May, 1984	4754	404
June, 1984	4598	460
July, 1984	4621	375
August, 1984	4865	535
September, 1984	4500	500
October, 1984	4975	443
November, 1984	5456	545
December, 1984	4432	631
January, 1985	8092	911
February, 1985	6385	742
March, 1985	6976	621
Total	**63,842**	**6,472**

[1] On two enquiry telephones only — excludes calls on other lines.

[2] Winnipeg Office only — records not available for Brandon and Thompson.

Table 12E

Number of Letters Typed

April 1, 1984 - March 31, 1985

April, 1984	745
May, 1984	819
June, 1984	804
July, 1984	1,024
August, 1984	775
September, 1984	755
October, 1984	963
November, 1984	951
December, 1984	660
January, 1985	1,060
February, 1985	830
March, 1985	820
TOTAL	10,206
Payment of Wages Fund	6,885

= 17,091 TOTAL

REMEMBRANCE DAY PERMITS ISSUED FOR
November 11, 1984
URBAN — 4
RURAL — 1
TOTAL 5

Conciliation and Mediation Services Branch

N. E. Pound, Director

The broad goal of the Conciliation and Mediation Services Branch is to promote and maintain harmonious labour-management relations in Manitoba. In doing so, the Branch has six objectives:

- To respond to applications for conciliation assistance upon request from labour and/or management when there is an impasse in direct negotiations;
- To avert work stoppages through third party assistance;
- To assist in resolving work stoppage situations which have developed;
- To assist as grievance mediators following rights grievance breakdown and prior to arbitration proceedings;
- To assist in resolving teacher/school board disputes upon request from the Minister of Education;
- To increase public awareness of the function of conciliation services through seminars and classroom participation.

The Branch's main activity, as its name indicates, is to provide conciliation services to employers and employees, since third party assistance can often help to resolve disputes in the collective bargaining and grievance mediation process. In order to enhance free collective bargaining and to make the parties more responsible, conciliation was made voluntary in 1973. Conciliation/Mediation assistance may be requested by either or both parties under The Labour Relations Act.

The Branch's focus and direction are to continue to provide assistance through conciliation where requests are made during difficult collective bargaining situations, and to provide guidance and information on labour relations matters to those groups or individuals where the need may arise. During the reporting year, April 1, 1984 to March 31, 1985, there were 11 work stoppages involving 1,982 bargaining unit workers, which accounted for 64,036 lost working days. The number of lost working days was up due primarily to the work stoppage situation in the meat processing industry in a number of jurisdictions in Canada.

In Manitoba, the meat processing industry accounted for 60,056 lost working days or nearly 95% of all the lost working days due to strike action. This industry also accounts for nearly 73% of all employees directly affected by this action in Manitoba.

Approximately 680 bargaining units, party to a collective agreement, came up for negotiations in the reporting year. Work stoppage reflects 1.6 percent of these units that were involved in adverse action over the period.

Provincial Conciliation Officers were active in 216 assignments which included 377 bargaining units and 44,810 organized employees. Of this total, 156 assignments came under The Labour Relations Act and 60 under The Public Schools Act. Four assignments were finalized by the Manitoba Labour Board under first contract legislation, and one assignment (Winnipeg Firefighters) was settled under The Firefighters Arbitration Act.

Under The Public Schools Act, eight assignments were referred to binding arbitration while 28 assignments were settled at the conciliation or post conciliation level.

The reporting year saw considerable study for new legislation and preparation for grievance mediation in 1985. Conciliation and Mediation Services continue to seek every avenue to improve and promote good relations in both organized labour and management.

Statistics Relating to Conciliation Services Under The Public Schools Act

April 1, 1984 to March 31, 1985

Assignments carried over from the previous year	16
Assignments received during the reporting year	44
Total assignments in process during reporting year	60
(A) Settled in Conciliation	23
(B) Settled following C/O Report (Post Conciliation)	5
(C) Referred to Arbitration	8
(D) Assignments being processed at end of reporting year	24
Number of Teachers affected — 12,979	

Statistics Relating to Conciliation and Mediation Services Under The Labour Relations Act

April 1, 1984 to March 31, 1985

Assignments carried over from the previous year	23
Assignments received during the reporting year[1]	133
Total assignments in process during reporting year	156
Assignments disposed of during the reporting year:	
(a) Settled in conciliation without work stoppage	108
(b) Settled following work stoppage[2]	9
(c) Conciliation suspended	3
(d) Received first contract from Manitoba Labour Board	4
(e) Applied for and received Arbitration[3]	1
Assignments being processed at end of reporting year	31
Percentage of assignments finalized without work stoppage	92.8%
Total number of employees involved — 31,831	

NOTE: 1. *Due to central table bargaining which reflects 133 requests for conciliation, there were 317 bargaining units in conciliation, a number of which required individual attention.*

2. *There were seven strike situations and two lockouts.*

3. *City of Winnipeg Firefighters applied for arbitration under The Firefighters Arbitration Act.*

Statistics Relating to Conciliation and Mediation Services Under The Labour Relations Act

Sections 113.4 & 113.5(8) — GRIEVANCE MEDIATION

April 1, 1984 to March 31, 1985*

Assignments received during the reporting year	8
Settled at Grievance Mediation	6
Referred to (Rights) Arbitration	1
Assignments being processed at end of reporting year	1

**Grievance Mediation to assist the settlement of rights grievances prior to arbitration proceedings under collective agreement was introduced under the Labour Relations Act and became effective January 1, 1985.*

Apprenticeship and Training Branch

George White — Director

The Apprenticeship and Training Branch is responsible for the development and administration of two major programs and service areas:

1. Apprenticeship Training and Trades Qualifications.
2. Examination and Licencing of Hairdressers, Beauticians and Barbers.

The development and administration of those programs and service areas occurs within the context of one general branch objective and three operational objectives:

- Utilize various training modes to ensure that all Manitobans have the opportunity to enter apprenticeship and other forms of skill training accreditiation acceptable to industry.
- Ensure women, immigrants, natives, disabled and others have the opportunity to access skill training.
- Ensure that the changing needs of industry are reflected in the design and delivery of training, maintenance of skill standards and the designation of occupations.
- Facilitate the expansion and promotion of skill training.

In the pursuit of its objectives, the Apprenticeship and Training Branch undertakes responsibility for administering three Acts and their accompanying Regulations.

1. The Apprenticeship and Trades Qualifications Act.

2. The Barbers Act.

3. The Hairdressers Act.

As part of its mandate, the Branch continues to undertake a wide range of activities with respect to training and certification including:

- processing of apprenticeship applications;
- registering of apprenticeship agreements;
- counselling apprentices and prospective apprentices;
- monitoring job based training;
- scheduling institutional training components;
- development and revision of institutional and job based training curriculum;
- development and administration of examinations;
- issuance of certificates of qualification;
- promotion for the increased utilization of apprenticeship training;
- exploring the potential for expansion of apprenticeship training into new occupational areas;
- maintaining effective liaison with both employee and employer users of apprenticeship training and ensuring their meaningful input into the program's development through trade advisory committees;
- conducting examinations and issuing licences directed towards the upgrading and maintenance of skill standards for barbers and hairdressers.

In the past year, increased emphasis has been placed upon encouraging the participation of those employers who have not recently trained apprentices or who have had no experience with the program. Recent experience has shown that there are more persons wishing to apprentice in a trade than there are employment opportunities to facilitate such training. Effective liaison with the federal Critical Trade Skills Training Program has continued, urging employers to train more apprentices.

Emphasis has continued to be placed on the role of industry in program development activities. The input of both employers and tradespersons is critical to the development of realistic training programs designed to meet the needs of program users. This was evidenced by efforts undertaken to update training curricula in trades such as industrial electrician, industrial mechanic, power electrician, industrial instrument mechanic and heavy duty equipment mechanic. Aircraft mechanic was a new occupation brought into full reality in 1984. With the help of industry, the in-school training program was prepared for delivery at the Stevenson Technical Training Centre.

The Minister designated Cooks and Bakers as apprenticeable occupations in 1984. The Branch is presently in discussion with four industrial sectors about the possibility of apprenticeship. The Branch is identifying a wide variety of occupations where apprenticeship training would be beneficial.

The Women in Trades Training program was continued in 1984. The program is designed to provide counselling to prospective female apprentices and financial incentives to employers in an effort to increase the participation of women in non-traditional trade related employment. Financial incentives are directed towards reimbursement of 50% to 100% of wage costs during structured training periods of up to 52 weeks in duration. The program acts as a lead into longer apprenticeship training.

Changes at the community colleges resulted in Apprenticeship taking an active consultative role as the colleges convert their systems to an Individualized Competency Based Learning model. Since 1979, the Branch has been designing its curriculum in the competency based model and this experience has proved helpful to the colleges. These changes have resulted in an increased demand for the conversion of the older apprenticeship curriculum to the competency based model to facilitate further adaptations at the college.

The Branch received permission this year to decentralize two of its vacant positions as outreach offices in The Pas and Dauphin. The new offices will mean better service to apprentices and employers in the regions. It has been arranged that the Brandon Office be relocated to premises within Assiniboine Community College. This will ensure closer contact with the apprentices as they do their in-school training.

The Branch, in cooperation with other government departments and agencies, is assisting in the documentation of skills availability in the north. On the basis of the documentation and assessment, Apprenticeship will assist in the design of relevant training and trades upgrading to ensure that northerners are prepared for the jobs that may result from the hydro projects. The Branch has also established a procedure of assigning apprenticeship levels for technical and experiential learning to ensure that individuals are job ready for these projects. This whole process will benefit the northern communities as their residents will become certified in a variety of areas.

While some downturn has been experienced in the job market with respect to opportunities for training apprentices within trades, considerable effort has been devoted towards program quality and new designations.

Table 1

Apprenticeship and Training

Apprenticeship Registrations, Cancellations and Completions

April 1, 1984 - March 31, 1985

Designated Trade	Apprentices Active as at Apr. 1/84	Registrations Year Ending Mar. 31/85	Cancellations Year Ending Mar. 31/85	Completions Year Ending Mar. 31/85	Apprentices Active as at Mar. 31/85
Aircraft Mechanic	—	24	4	—	20
Boilermaker	36	11	1	18	28
Bricklayer	27	19	2	7	37
Carpenter	251	161	39	60	313
Construction Electrician	263	97	10	70	280
Drywall Mechanic	5	6	—	—	11
Electric Motor Winder	4	1	—	—	5
Glazier	2	2	—	1	3
Heavy Duty Equipment Mechanic	362	135	23	60	414
Industrial Electrician	99	13	10	49	53
Industrial Instrument Mechanic	34	4	—	20	18
Industrial Mechanic	153	16	9	80	80
Industrial Welder	52	26	—	10	68
Lather	10	7	1	1	15
Machinist	97	38	13	30	92
Miner	4	—	1	2	1
Motor Vehicle Body Repairer	136	72	12	31	165
Motor Vehicle Mechanic	332	155	41	77	369
Mould and Pattern Maker	—	3	—	2	1
Painter and Decorator	37	18	5	4	46
Plumber	174	65	10	35	194
Power Electrician	45	11	3	2	51
Refrigeration and Air Conditioning Mechanic	62	25	2	13	72
Roofer	4	—	2	—	2
Sheet Metal Worker	58	10	7	13	48
Sprinkler and Fire Protection Installer	16	—	2	5	9
Steamfitter	77	15	8	20	64
Steel Fabricator	77	47	9	23	92
Tool and Die Maker	28	5	5	3	25
Total	**2,445**	**986**	**219**	**636**	**2,576**

Table 2

Apprenticeship and Training

Apprenticeship Registrations, Cancellations and Completions By Year

1980 - 1985

Year	Registrations	Cancellations	Completions	Active at End of Each Year
1980-1981	1,045	391	624	2,916
1981-1982	998	398	622	2,894
1982-1983	705	342	654	2,603
1983-1984	682	222	618	2,445
1984-1985	986	219	636	2,576

Table 3

Geographical Location of Apprentices

Active at March 31, 1985

Designated Trade	City of Winnipeg	Remainder of Province	Total Total
Aircraft Mechanic	7	13	20
Boilermaker	26	2	28
Bricklayer	23	14	37
Carpenter	146	167	313
Construction Electrician	184	96	380
Drywall Mechanic	10	1	11
Electric Motor Winder	3	2	5
Glazier	1	2	3
Heavy Duty Equipment Mechanic	183	231	414
Industrial Electrician	33	20	53
Industrial Instrument Mechanic	2	16	18
Industrial Mechanic	39	41	80
Industrial Welder	16	52	68
Lather	15	—	15
Machinist	66	26	92
Miner	—	1	1
Motor Vehicle Body Repairer	104	61	165
Motor Vehicle Mechanic	196	173	369
Mould and Pattern Maker	1	—	1
Painter and Decorator	35	11	46
Plumber	124	70	194
Power Electrician	16	35	51
Refrigeration and Air Conditioning Mechanic	56	16	72
Roofer	1	1	2
Sheet Metal Worker	37	11	48
Sprinkler and Fire Protection Installer	9	—	9
Steamfitter	53	11	64
Steel Fabricator	92	—	92
Tool and Die Maker	21	4	25
Total	**1,499**	**1,077**	**2,576**

Table 4

Apprenticeship and Training

Certificates Issued Under The Apprenticeship and Tradesmen's Qualifications Act

Designated Trade	Certificates Issued to Apprentices Apr. 1/84 to Mar. 31/85	Certificates Issued to Apprentices Since Designation of Trade	Certificates Issued to Tradesmen (Other than Apprentices) Apr. 1/84 to Mar. 31/85	Certificates Issued to Tradesmen (Other than Apprentices) for Time Served or by Examination Since Designation of Trade
Aircraft Mechanic	—	—	—	—
Boilermaker	18	101	2	166
Bricklayer	8	335	—	9
Building Construction Crane Operator	—	—	36	36
Carpenter	61	1,540	10	653
Construction Electrician	71	2,375	—	46
Drywall Mechanic	—	14	—	90
Electric Motor Winder	—	33	—	29
Glazier	—	7	1	41
Heavy Duty Equipment Mechanic	61	768	25	422
Industrial Electrician	47	427	2	114
Industrial Instrument Mechanic	20	107	1	81
Industrial Mechanic	79	827	2	595
Industrial Welder	10	115	7	268
Lather	1	37	—	6
Machinist	30	273	—	325
Miner	2	34	1	614
Motor Vehicle Body Repairer	31	436	—	85
Motor Vehicle Mechanic	67	2,101	26	1,888
Mould and Pattern Maker	2	2	—	—
Painter and Decorator	3	423	7	466
Plasterer	—	130	—	15
Plumber	36	1,239	2	410
Power Electrician	2	15	1	82
Refrigeration and Air Conditioning Mechanic	14	204	1	120
Roofer	—	—	—	88
Sheet Metal Worker	13	410	—	137
Sprinkler and Fire Protection Installer	6	75	—	28
Steamfitter	20	324	3	159
Factory Woodworker	—	68	—	—
Steel Fabricator	24	91	—	87
Tool and Die Maker	3	17	1	31
Total	**629**	**12,528**	**128**	**7,091**

Table 5

Apprenticeship and Training
Number of Apprentices Attending Technical School

April 1, 1984 - March 31, 1985

Designated Trade	Attending Full Time
Aircraft Mechanic	45
Boilermaker	41
Bricklayer	24
Carpenter	243
Construction Electrician	238
Drywall Mechanic	11
Electric Motor Winder[1]	6
Glazier[2]	2
Heavy Duty Equipment Mechanic	322
Industrial Electrician	63
Industrial Instrument Mechanic[3]	23
Industrial Mechanic	136
Industrial Welder	60
Lather	—
Machinist	74
Miner	—
Motor Vehicle Body Repairer	104
Motor Vehicle Mechanic	303
Mould and Pattern Maker	—
Painter and Decorator	39
Plumber	89
Power Electrician	29
Refrigeration and Air Conditioning Mechanic	62
Roofer	—
Sheet Metal Worker	27
Sprinkler and Fire Protection Installer	
Steamfitter	41
Steel Fabricator	87
Tool and Die Maker	14
Total	**2,083**

[1&2] *Attended classes at the Southern Alberta Institute of Technology, Calgary, Alberta.*

[3] *One apprentice attended classes at the Southern Alberta Institute of Technology, Calgary, Alberta.*

Table 6

Apprenticeship and Training

Examinations for Certification Conducted Under The Apprenticeship and Tradesmen's Qualifications Act

April 1, 1984 - March 31, 1985

Designated Trade	Apprentices		Non-Apprentices	
	Number Examined	Number Passed	Number Examined	Number Passed
Aircraft Mechanic	0	0	0	0
Boilermaker	11	11	3	2
Bricklayer	6	6	1	1
Carpenter	64	60	38	18
Crane Operator				
Conventional Base	—	—	38	36
Hydraulic	—	—	32	31
Tower	—	—	4	4
Construction Electrician	81	81	0	0
Drywall Mechanic	0	0	0	0
Electric Motor Winder	0	0	0	0
Glazier	1	1	1	1
Heavy Duty Equipment Mechanic	106	106	39	22
Industrial Electrician	65	61	6	5
Industrial Instrument Mechanic	25	25	2	1
Industrial Mechanic	84	76	25	10
Industrial Welder	13	13	14	9
Lather	0	0	0	0
Machinist	31	31	27	11
Miner	0	0	1	1
Motor Vehicle Body Repairer	33	32	1	1
Motor Vehicle Mechanic	99	99	51	26
Mould and Pattern Maker	3	3	1	0
Painter and Decorator	9	9	14	7
Plasterer	0	0	0	0
Plumber	28	21	10	2
Power Electrician	2	2	1	1
Refrigeration and Air Conditioning Mechanic	12	12	1	1
Roofer	0	0	0	0
Sheet Metal worker	11	11	1	1
Sprinkler and Fire Protection Installer	0	0	0	0
Steamfitter	18	18	3	3
Steel Fabricator	17	15	2	0
Tool and Die Maker	1	1	2	0
Total	**720**	**694**	**318**	**194**

Table 7

Apprenticeship and Training

Statistics Relating to the Administration of The Barbers Act

April 1, 1984 - March 31, 1985

Barbers Examining Board — Meetings	4
Candidates Examined	36
Master Barber Licences Issued	44
Journeyman Barber Licences Issued	29
Improver Barber Licences Issued	27

Barbers' Licences are renewable in odd-numbered years.

Table 8

Statistics Relating to the Administration of The Hairdressers Act

April 1, 1984 - March 31, 1985

Hairdressers Examining Board — Meetings	56
Candidates Examined	854
Salon Owner Licences Issued	269
Absentee Owner Licences Issued	68
Total Salon Licences Valid as of March 31, 1985	451
Operator Licences Issued	1,801
Student Licences Issued	266
Beauty Treatment Licences Issued	118
Manicurist Licences Issued	86

Hairdressers' Licences are renewable in even-numbered years.

Research and Planning

Jim Nykoluk, Director

Research and Planning conducts studies and provides assistance in support of effective planning, management and policy development for the Department. Major responsibilities include the analysis of labour relations trends and policy issues and the provision of operational research and technical assistance. The Branch is also responsible for developing and coordinating the departmental planning process.

Specific duties of the branch include:

— Providing background information and data on working conditions and labour relations.

— Analyzing trends and assessing future changes in labour relations conditions in Manitoba and other parts of Canada.

— Providing development and support for departmental planning.

— Assessing needs and developing management information systems within the Department.

— Analyzing policy issues.

— Conducting research and analysis of departmental operations and programs.

— Maintaining a research library.

— Providing research and technical assistance to the department and external labour-management committees of the department.

— Representing departmental interests and concerns in interdepartmental and intergovernmental work.

Major projects and activities which were undertaken by Research and Planning during the past year include:

Analysis of Data on the Labour Relations Climate and the Provision of Information to Facilitate Collective Bargaining

The Branch conducts research on an ongoing basis in the labour relations area by examining trends, conditions and issues in both Manitoba and Canada. Specific topics of research during the last year included: work stoppages, minimum wages, wage and salary information, union membership statistics and statistical information flowing from the analysis of collective agreements.

A calendar of collective agreement expirations providing information on the number, nature and timing of collective bargaining situations in the province was compiled.

An analysis of the provisions found in over 650 collective agreements was also carried out during the summer of 1984, with the information compiled in "Major Provisions and Negotiated Working Conditions in Manitoba Collective Agreements." This document contains useful information for labour relations practitioners throughout the country. Work was initiated on establishing an enhanced computerized reporting system on collective agreements.

In addition, work was undertaken towards the implementation of a regular reporting system to summarize major settlements and provisions in a sample of collective agreements.

Analysis of Labour Relations Trends and Developments

Research and Planning has continued to monitor and analyze national and provincial economies to assess impacts on labour relations and to assess future trends. Last year, major activities included the analysis of Conference Board of Canada economic forecasts and the assessment of general trends in wages and working conditions.

Development and Support for Departmental Planning

During the past year, work continued on the development of a process of formalized and participative planning within the department. The objectives of departmental planning are to enhance efficient use of resources and the effective delivery of programs and services to the public.

Research and Planning was given the lead role for developing and coordinating the process. Staff provided guidance and assistance on planning to branches within the department, organized seminars and workshops, and prepared background reference material.

Each branch prepared role and mission statements, identified key issues, developed preformance criteria measurements for existing programs, developed proposals on new programs, provided information on key results areas and brought forth opportunities for the improvement of branch operations.

Management Information Systems and Operational Research

Research and Planning is responsible for assessing needs and recommending action to the departmental Executive regarding the enhancement of operations through the introduction of computer technology or improved management procedures and techniques.

Research and Planning commenced action on major information system design and development utilizing branch Steering Committees representing all levels of staff within the branch. These projects have in-

cluded detailed reviews of branch operations and procedures, assessments of their requirements, the development of computerized systems and their implementation. Branches involved in this development work have included Manitoba Labour Board, Employment Standards, Apprenticeship and Training, Administration and the Manitoba Fire College.

Research and Planning has also developed a number of departmental policies to deal with the implementation of Management Information Systems. These have included ergonomic guidelines, training, equipment standards and maintenance, project development processes and staff involvement, disaster plans and data integrity.

In addition, the Research & Planning Branch conducted an organizational review of the Office of the Fire Commissioner and Mechanical and Engineering Branch to address operational and related concerns.

Provision of Policy Analysis Research and Technical Support

During the past year, Research and Planning prepared background papers, briefing notes and reports on labour issues to support the development of departmental policies and programs. Research and Planning also provided research assistance and technical support to divisions within the Department and the Women's Directorate. Research and support services were also provided for external departmental efforts, namely the Labour-Management Review Committee and the Interim Board for the Workplace Innovation Centre. The Branch also participated in a number of interdepartmental task forces.

The Branch houses a departmental library on labour relations issues and related materials. This material is available for use by departmental and other government employees.

In addition, the branch responds to numerous requests for information in the labour area from unions, management, the university sector and the general public.

Department of Labour
Expenditure Summary by Appropriation
Year Ended March 31, 1985

Appro. No.	Service	1984/85 Actual ($)	1984/85 Estimate ($)	Variance ($)	Explanation Number
11-1	**GENERAL ADMINISTRATION**				
	a) Minister's Salary	8,381.26	9,800.00	(1,418.74)	
	b) Executive Support				
	1. Salaries	385,005.50	403,700.00	(18,694.50)	
	2. Other Expenditures	156,677.32	144,700.00	11,977.32	
	c) Research and Planning				
	1. Salaries	315,549.19	326,900.00	(11,350.81)	
	2. Other Expenditures	90,715.49	82,200.00	8,515.49	
	d) Financial & Admin. Services				
	1. Salaries	506,578.63	511,000.00	(4,421.37)	
	2. Other Expenditures	42,255.40	35,000.00	7,255.40	1.
	TOTAL 11-1	1,505,162.79	1,513,300.00	(8,137.21)	
11-2	**LABOUR**				
	a) Division Administration				
	1. Salaries	169,570.69	164,000.00	5,570.69	
	2. Other Expenditures	35,467.34	15,000.00	20,467.34	2.
	b) Mechanical & Engineering				
	1. Salaries	1,295,147.47	1,293,000.00	2,147.47	
	2. Other Expenditures	282,688.00	261,900.00	20,788.00	
	c) Fire Prevention				
	1. Salaries	1,097,930.39	1,161,500.00	(63,569.61)	
	2. Other Expenditures	392,196.16	448,100.00	(55,903.84)	
	3. Engineering & Technical Services				
	a) Salaries	323,272.71	325,400.00	(2,127.29)	
	b) Other Expenditures	43,096.38	41,400.00	1,696.38	3.
	d) Employment Standards				
	1. Salaries	924,021.89	936,500.00	(12,478.11)	
	2. Other Expenditures	167,632.77	111,900.00	55,732.77	
	3. Payment of Wages Fund	305,787.18	320,000.00	(14,212.82)	
	e) Manitoba Labour Board				
	1. Salaries	227,799.12	262,900.00	(35,100.88)	
	2. Other Expenditures	103,020.57	55,300.00	47,720.57	4.
	f) Conciliation & Mediation Services				
	1. Salaries	315,502.95	341,700.00	(26,197.05)	
	2. Other Expenditures	28,592.63	24,300.00	4,292.63	
	g) Apprenticeship & Training				
	1. Salaries	624,271.21	693,600.00	(69,328.79)	
	2. Other Expenditures	211,505.99	215,000.00	(3,494.01)	

Appro. No.	Service	1984/85 Actual ($)	1984/85 Estimate ($)	Variance ($)	Explanation Number
	h) Pension Commission				
	1. Salaries	197,661.78	246,200.00	(48,538.22)	
	2. Other Expenditures	118,893.13	69,000.00	49,893.13	5.
	j) Grants	268,500.00	268,500.00	-0-	
	TOTAL 11-2	7,132,558.36	7,255,200.00	(122,641.64)	
11-4	**EXPENDITURES RELATED TO CAPITAL ASSETS**				
	a) Acquisition/Construction of Physical Assets	40,534.93	41,000.00	(465.07)	
TOTAL 11-4		40,534.93	41,000.00	(465.07)	
TOTAL EXPENDITURES*		8,678,256.03	8,809,500.00	131,243.92	

**In addition to the details shown for Labour, the original estimates for 1984/85 included $419,700.00 for the Status of Women (appropriation 11-3) which was transferred to the Department of Community Services.*

EXPLANATION NUMBER

1. The additional expenditures reflect the acquisition of new chairs for the Board Room and offices within the Administration and Accounting areas.
2. The additional expenditures reflect the relocation costs of a new Assistant Deputy Minister.
3. The additional expenditures reflect the cost of office renovations, and new work stations, the increased cost of a toll free telephone line and additional charges for legal services.
4. The additional expenditures reflect the additional costs associated with the expansion of the Board facilities and staffing required for the implementation of amendments to the Labour Relations Act which came into effect on January 1, 1985. The additional leased space and new furniture cost approximately $8,000 and the increased number of Board meetings resulted in an increase of over $25,000 in fees paid to Board members for attending meetings.
5. The additional expenditures reflect the additional costs incurred in a major program of advertising, and increasing public awareness of changes to the Pension Benefits Act.